

FIGURE 1

PROCESS START

ACCESS USER I/F
DISPLAY PAGE

ENTER USER
INFORMATION

SELECT
EMPLOYEE TYPE

SELECT
COUNTRY

SUBMIT USER INFO
+ EMPLOYEE +
COUNTRY SELECTIONS

VIEW LIST OF
AVAILABLE EMP-
LOYEE RECRUITING
RELATED TOPICS

SELECT FROM LIST
OF AVAILABLE
TOPICS

VIEW STATIC
CONTENT AND/OR
FORMS

PRINT HARDCOPY
OF CONTENT OR
BLANK FORM

ELECTRONICALLY
SAVE COPY OF
FILLED-OUT FORM

ELECTRONICALLY
FILL-OUT FORM

PRINT HARDCOPY
OF FILLED-OUT
FORM

ELECTRONICALLY
TRANSFER COPY
OF FILLED-OUT FORM

PROCESS COMPLETE

FIGURE 2

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202

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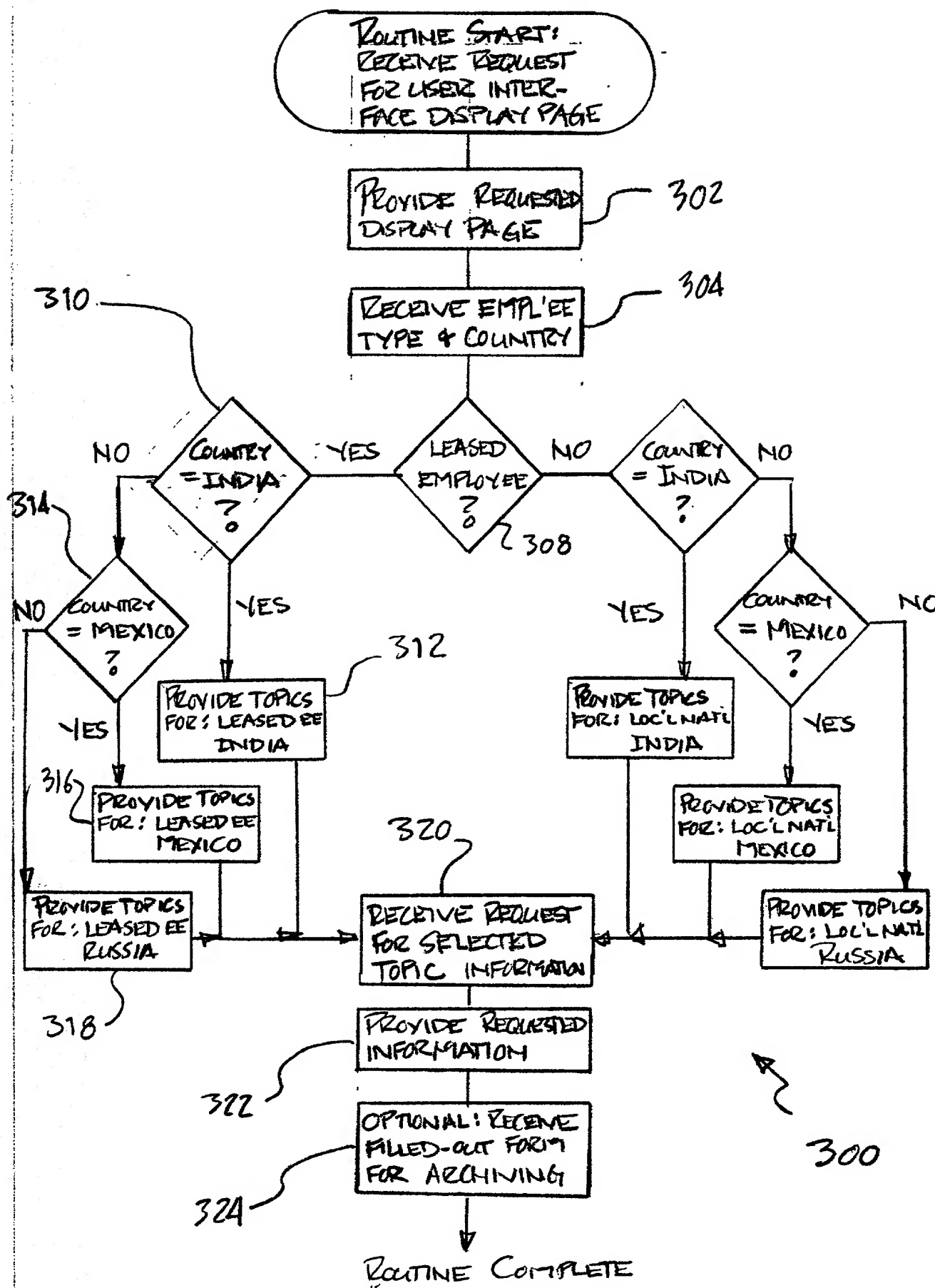


FIGURE 3

402

USER INFORMATION:

NAME: _____ email: _____ Address: _____

TELE: _____ FAX: _____

404

EMPLOYEE TYPE

LEASED
LOCAL NAT'L
etc.

410

410

COUNTRY

INDIA
MEX.
RUSSIA
etc.

414

406

Submit

ENTER

416

FIG 4

400

The diagram shows a rectangular form with a header box labeled "INDIA". Below the header is a list of items, each preceded by a checked checkbox. The items are: Recruiting Process, Compensation Development, Benefits Allocation, Training (U.S. based): Required Documents, Ground Rules, Non-Immigrant U.S. Visas Commonly used, and Other Training & Landing Preparation. A bracket groups the first three items. Below the list is a small text label: "Landing Preparation Check List". At the bottom right is a button labeled "SUBMIT".

502

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Local/National

INDIA

☒ Recruiting Process

☒ Compensation Development

☒ Benefits Allocation

☒ Training (U.S. based): Required Documents

☒ Ground Rules

☒ Non-Immigrant U.S. Visas Commonly used

☒ Other Training & Landing Preparation

* Landing Preparation Check List

SUBMIT

116

Local National

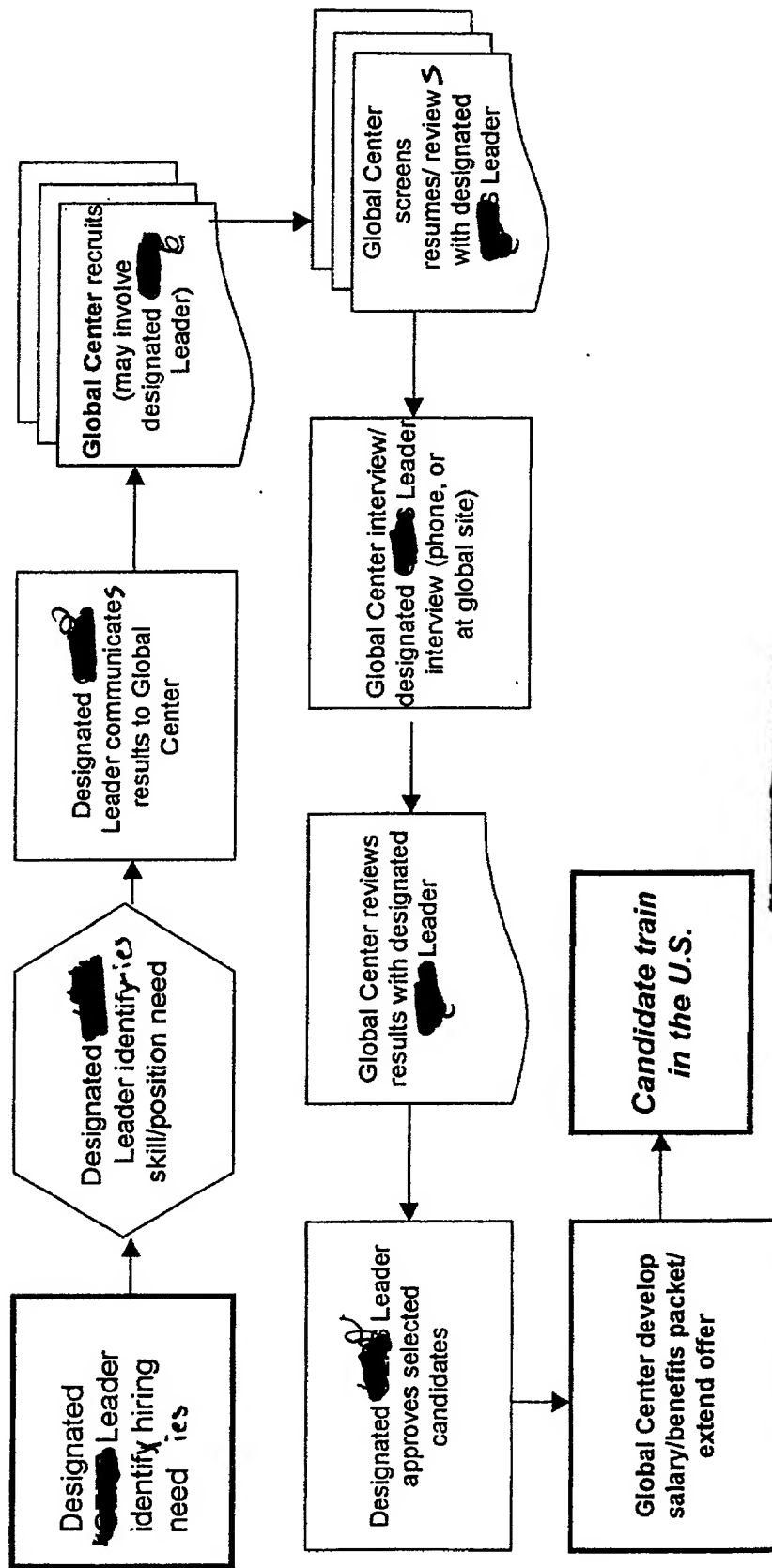
Recruiting Process Flow

606

Recruiting: (India/Mexico)

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608



Local National

708

702

Compensation:**(India)**

706

- Salary determination based on: current salary, national/industry survey, experience, potential/value, where the candidate is residing and will include:
 - base salary, HRA, special allowance, leave travel allowance, medical reimbursement/ allowance (paid in equal monthly installments), car maintenance expense, Provident Fund (*employer's contribution* \times % of *basic salary*), retirement funds (\times % of *basic salary*)

700

34

FIG 7

Benefits:

208

806

Types of coverage:

- Medical Allowance
- Comprehensive Medical Coverage
- Personal Accident Insurance
- Provident Fund
- Gratuity Fund
- Leave Travel Allowance
- Conveyance Allowance

TRAINING: REQUIRED DOCUMENTS

L-1 "Exchange Visitor" Visa Information Form

Part 1 To Be Completed By Applicant

Applicant's Full Name: _____ Male ☐
 Female ☐ (Family) (Given) (Middle)
 Marital Status: Married ☐ Widowed ☐ Divorced ☐ Single ☐
 Current Home Address: _____

(Note: U.S. Immigration law requires that you have a foreign residence which you do not intend to abandon.)

Home telephone: _____
 Current telephone (Office): _____ Fax: _____

Place of Birth: _____ Date of Birth: _____
 (City) (Country)
 (Mo/Day/Yr)
 Passport No. _____ Exp. Date: _____ Country of Citizenship: _____

Country of Legal Permanent Residence: _____
 (if different than Nationality)
 U.S. Social Security No. _____
 (if any)
 Address in U.S. where you will live during program (if known): _____

Applicant's dates of prior periods of stay in the U.S. in any capacity (e.g., "B-1" "J-1", "H-1" or "L-1" U.S. visa, most recent first) in the last 6 years and visa status:

	Arr. Date	Dep. Date	Visa	Arr. Date	Dep. Date	Visa
1			4			
2			5			
3			6			

FIG 9

GLOBAL SUPPLIER TALENT DEVELOPMENT

DEAD

10047

1006-2 INDANI

Fig. 10

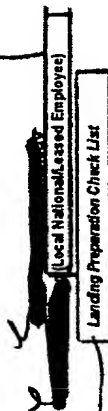
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Letter Designation	Common Title	Status Requirements	Comments	Duration of Status	US Tax Status	Application Process/Time
B-1	Business or Pleasure Visitor	~ Temporary Visit ~ No intent to abandon foreign residence	~ Employment in US NOT authorized ~ Used for meetings, consultations	~ May be valid up to one year ~ May be extended in US	Non resident but may be taxed in US on US income	~ Alien applies at US consulate abroad ~ 1-7 days (est)
W/B	Visa Waiver	Same as B-1	Same as B-1	90 days NOT extendible in the US	Same as B-1	~ Only certain countries participate ~ Issued at P.O.E. day of arrival
F-1	Academic Student	~ Enrolled in full time course of study at approved educational institution ~ No intent to abandon foreign residence	~ Employment for post-graduate practical training may be authorized by educational inst. For up to one year ~ Authorized to work in the US	Valid for duration of status	Non resident but may be taxed on comp. paid by US employer if employed	~ Sponsored by educational institution ~ Application at US consulate abroad
TN	Canadian Professional	~ Temporary stay ~ "Professional" status ~ Canadian citizen	Authorized to work in the US	~ One Year ~ Renewable indefinitely	~ Dependent upon length of stay ~ US-Canada treaty may apply	~ Alien applies at US Port of Entry ~ No visa required
H-1B	Temporary Worker	~ Coming temporarily to US to provide services ~ In a "specialty" occupation requiring equivalent of US BS or BA degree	~ Employment authorized ~ Sponsored by US employer ~ Employer must guarantee alien's repatriation ~ Employee must make certification to DOL including alien will be paid higher of "actual or prevailing wage"	~ Maximum term 6 years ~ Numerical cap of 65,000 H-1B visas annually	Generally resident and taxed on all income	~ Employer files petition at INS office in US ~ If approved, alien may change status if in US or ~ May apply at US Consulate outside US ~ Allow 3 months
L-1A	Intracompany transferee (manager/exec)	~ Employed by "affiliate" company outside US for one of last 3 years ~ Coming temporarily to provide services in managerial or executive capacity to another "affiliate"	~ Employment authorized ~ Sponsored by US employer ~ DOL certification not required	~ Maximum term 7 years	Generally resident and taxed on all income	~ Employer files petition at INS in US ~ If approved may change status if in US or ~ May apply at US Consulate outside US ~ Allow 3 months
L-1B	Intracompany transferee (specialized knowledge)	~ Coming temporarily to provide services in specialty occupation for another "affiliate"	Same as L-1A	Maximum term 5 years	Same as L-1A	Same as L-1A
L-1A Blanket	Same as L-1A and L-1B	Same as L-1A & L-1B but foreign affiliate and US affiliate must be on "Blanket List" certified to INS by the Company	Same as L-1A & L-1B	Same as L-1A & L-1B	Same as L-1A & L-1B	~ Petition prepared by GETSCO ~ Filed at US Consulate ~ Allow one month
J-1	Exchange Visitor (trainee)	~ Coming to US temporarily to participate in a U.S.A. designated program ~ No intent to abandon foreign residence ~ Training program must be approved and meet specific criteria	~ Employment permitted only as integral part of bona fide training ~ Alien may be subject to 2 year foreign residency requirement after training	~ Maximum term 18 months ~ Additional 30 days to travel	Nonresident but may be taxed if paid from US source	~ IAP-86 Form prepared by GETSCO ~ Alien applies at US Consulate abroad ~ Allow one month
(Professor or Research Scholar)		~ "Qualified researcher" (MS or higher)	~ Employment permitted as part of research activities ~ 2 year term	~ Initial term of 3 years which USIA may extend for additional 3 years ~ Additional 30 days to travel		

1106

ALL COUNTRIES

1104



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1102

Support Roles

Corporate support: Counsel's office
Home Country Support: Supplier/Global Center
Host Country Support: designated Leader

Pre-Assignment Preparation

• Selection process - Designated Leader and Supplier/Global Center select candidate for training in U.S.

• Visa - identify visa type (L-1-A & B, and J-1), processed by Supplier/Global Center HR

- as Letter of Residency
- as Assurance Letter
- as Passport
- as IAP56 Form (GE Counsel office)

• Air transportation to U.S. arranged by Supplier/Global Center HR

• Driver's license - transferring employee must obtain an international driver's license and take driving lessons in the U.S. Car rental companies require both home country & international license

- as residency permit, police registration

• Cultural Orientation - expectations, setting in U.S. conducted by Supplier/Global Center HR (i.e., norms, payroll, banking, tax laws FAQs, contact lists, etc.)

• Medical - specific insurance provided by Supplier/Global Center

• Payroll - Supplier/Global Center HR determines prior to departure insurance, money exchange rates and banking information

• Housing - Supplier/Global Center HR work together with designated leader as per family size, gender of anticipated group, furnished, secure short-term lease, telephone,

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1112

Complete ✓

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FIG. 11

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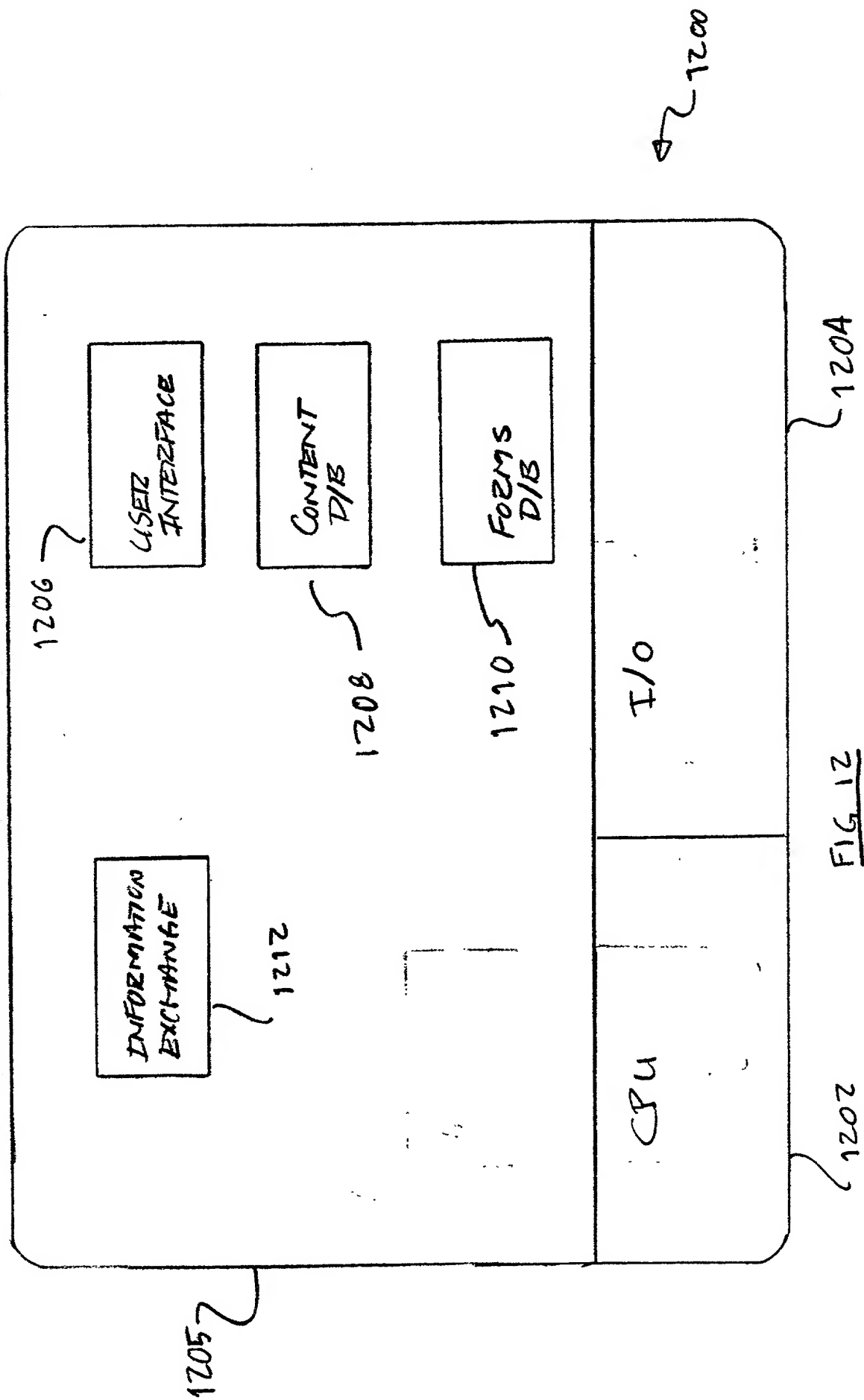


FIG. 12